GOVERNMENT OF INDIA
DEFENCE
LOK SABHA

UNSTARRED QUESTION NO:3913
ANSWERED ON:03.05.2007
MATURE MAN MANAGEMENT IN ARMY
Saradgi Shri Iqbal Ahmed

Will the Minister of DEFENCE be pleased to state:

(a) whether there is a need for "more mature man management" in the Army to combat the growing incidents of fratricidal killings and suicides in the Force and high pay package to the soldiers to adequately compensate for the risks and hazards they face in the course of duty;

(b) if so, the details thereof;

(c) whether the Government is also considering orientation course for officers in Armed Forces; and

(d) if so, the extent to which the Government has considered this man management and pay hike to the Armed Forces in the country?

Answer

THE MINISTER OF DEFENCE (SHRI A.K. ANTONY)

(a) to (d): A Statement is attached.

STATEMENT REFERRED TO IN REPLY TO PARTS (a) TO (d) OF LOK SABHA UNSTARRED QUESTION NO. 3913 FOR ANSWER ON 3.5.2007

In order to prevent incidents of suicide and fratricides in the Army, various steps have been taken which also include measures for better man management. Some of these measures are:

(i) Study by Defence Institute of Psychological Research, Delhi to identify factors, which lead to these incidents and suggest remedial measures;

(ii) Impart training to Junior Commissioned Officers (JCOs) to act as counsellors in sensitive areas;

(iii) Increased formal and informal interaction between senior and junior officers, improved accessibility of leaders and frequent interaction of junior leaders with soldiers, better man management and prompt attendance to grievances;

(iv) Strengthening time tested reporting and feedback system in the unit;

(v) Liberalised leave policy to attend to domestic problems;

(vi) Identification and counselling of persons who are at higher risk of combat stress by Regimental Medical Officers, junior leaders and unit commanders;

(vii) Counselling by religious teachers;

(viii) Psychological counselling by psychiatrists where required;

(ix) Training capsules in relaxation exercise including yoga/meditation;

(x) Rotation of units and individuals to minimize exposure to stress.

These measures are being monitored by the senior officers. All officers and other personnel in the Services have been sensitized to the above issues.

Government have also decided to strengthen the Zilla Sainik Boards (ZSBs) to make them more responsive to the problems and difficulties of the soldiers and their families and establish a network so that the problems of families of soldiers are intimated to the ZSBs who may follow up the matter with the concerned civil authorities. The nearest nominated unit also should be in touch with ZSBs and give feedback to the unit of the soldier.

Armed Forces are already having a well organized system of in-service training programme for officers to upgrade their skills to enable them to meet the emerging needs and challenges.

Government has set up 6th Central Pay Commission to go into the question of pay and allowances and service conditions etc. of Central Government employees including defence personnel. The three services have submitted a joint memorandum to the 6th Central Pay Commission.